

This survey is intended to give us guidance for ways to improve the workplace environment. This survey is to be answered seriously, and may be submitted anonymously. If you wish to include your contact information you may do so. This form is also available on the Twin Falls County website. To access this form on the website, from the main menu, select “Jobs and Benefits”, on that page, select “Forms” on the menu.

If you agree with the statement, please mark the box.

Feedback

- I receive useful and constructive feedback from my immediate supervisor.
- I receive useful and constructive feedback from my department manager.
- I am given adequate feedback about my performance.
- I receive feedback that helps me improve my performance.
- I have an opportunity to participate in the goal setting process.
- My employee performance evaluations are fair and appropriate.
- My immediate supervisor gives me praise and recognition when I do a good job.
- My department manager gives me praise and recognition when I do a good job.

Teamwork

- Teamwork is encouraged and practiced in this department.
- There is a strong feeling of teamwork and cooperation in this department.

Quality and Customer Focus

- People are held accountable for the quality of work they produce.
- The quality of our products and services are very important to this department.
- We maintain very high standards of quality.
- Our department understands its customers' needs.
- Our department is focused on its customers' needs.

Mission and Purpose

- I have a good understanding of the mission and the goals of this department.
- I understand how my work directly contributes to the overall success of the department.
- My job is important in accomplishing the mission of the department.
- My supervisor provides me information about the mission and the goals of my department.
- Doing my job well gives me a sense of personal satisfaction.

Compensation

- I am paid fairly for the work I do.
- My salary is competitive with similar jobs I might find elsewhere.
- My benefits are comparable to those offered by other organizations.
- I understand my benefit plan.

- I am satisfied with my benefit package.

Workplace and Resources

- I have the resources I need to do my job well.
- I know and understand the policies within my department.
- I understand the County's policies as they relate to my job.
- I have all the information I need to do my job effectively.
- I am comfortable going to my immediate supervisor with questions regarding my work.
- I am comfortable going to my department manager with questions regarding my work.
- My workplace is well maintained.
- My workplace is a physically comfortable place to work.
- My workplace is safe.

Communication

- Information and knowledge are shared openly within this department
- Communication is encouraged in this department
- My immediate supervisor does a good job of sharing information.
- My department manager does a good job of sharing information.
- My elected official(s) communicate well with the rest of the organization.

Opportunities for Growth

- I have adequate opportunities for professional growth in this organization.
- I was properly trained in how to perform my job.
- I receive the on-going training I need to do my job well.
- My immediate supervisor is actively interested in my professional development and advancement, and encourages and supports my development.
- My department manager is actively interested in my professional development and advancement, and encourages and supports my development.
- I am encouraged to learn from my mistakes.
- My work is challenging.
- My work is stimulating.
- My work is rewarding.
- I have a mentor at work.

Work/Life Balance; Stress and Work Pace

- The environment in this department supports a balance between work and personal life.
- My immediate supervisor understands the importance of maintaining a balance between work and personal life.
- My department manager understands the importance of maintaining a balance between work and personal life.

- I am able to satisfy both my job and family responsibilities.
- I am not forced to choose between job and family obligations.
- The pace of the work in this organization enables me to do a good job.
- The amount of work I am asked to do is reasonable.
- The organization has reasonable expectations of its employees.
- My job does not cause unreasonable amounts of stress in my life.

Fairness

- My immediate supervisor treats all his/her employees fairly.
- My department manager treats all his/her employees fairly.
- The department's policies for promotion and advancement are always fair.
- Favoritism (special treatment) is not an issue in raises or promotions.
- My immediate supervisor is always consistent when administering policies concerning employees.
- My department manager is always consistent when administering policies concerning employees.
- I am always treated fairly by my manager.
- Everybody is treated fairly in this organization.

Respect for Management

- I respect my immediate supervisor as a competent professional.
- I respect my department manager as a competent professional.
- Our department manager demonstrates strong leadership skills.
- Our department manager knows what he/she is doing.
- I am very satisfied with my department manager.

Respect for Employees

- The County, as an organization, respects its employees.
- My department manager treats me with respect.
- My department manager listens to what I'm saying.
- My department manager values my talents and the contribution I make.
- My coworkers care about me as a person.

Personal Expression/ Diversity

- People who challenge the status quo are valued.
- I can disagree with my supervisor without fear of getting in trouble.
- I can disagree with my department manager without fear of getting in trouble.
- I am comfortable sharing my opinions at work.
- We work to attract, develop, and retain people with diverse backgrounds.
- People with different ideas are valued in this organization.
- My ideas and opinions count at work.

Employee Morale:

How would you describe general employee morale? _____

Do you have specific recommendations to improve employee morale? _____

What I like best about my job is: _____

What I like least about my job is: _____

Other comments:

Name and contact information (optional):

